



National Aeronautics and Space
Administration
Goddard Space Flight Center

NO.	04-35
DATE	05-09-2004
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ANNOUNCEMENT

SUBJECT: NASA WORKFORCE FLEXIBILITY ACT OF 2004

On February 24, 2004, President Bush signed the NASA Workforce Flexibility Act into law. This legislation provides NASA with new flexibilities to attract, retain, and manage a highly skilled and diverse workforce as we continue our mission to inspire the next generation of explorers. The new flexibilities will be available for the agency to use starting July 8, 2004. This marks the completion of the 90-day waiting period required by the Act, after providing Congress with the Agency's Workforce Plan that guides our use of those provisions. We are prohibited from using any of these new authorities until July 8.

Provisions in the Act will allow the Agency more flexible hiring authorities, incentives to effectively compete with the private sector in attracting top talent, flexibilities that will enable NASA to leverage the expertise of its current workforce more effectively, and a Science and Technology Scholarship Program to build a more robust and diverse pipeline of graduates in academic disciplines needed by the Agency.

Many of the authorities focus on a variety of incentives which may be used if appropriate and necessary. They are not "entitlements" and as with any incentive, they will be used at the discretion of GSFC management and availability of funds.

Over the next few months, the Office of Human Resources will be working with each Directorate's Human Capital Representative to develop an implementation plan. There will be several forums for all to have the opportunity to ask questions and provide feedback. Examples of possible forums include staff meeting presentations, town hall sessions, briefings, and other media (NASA TV, bulletins, email, etc.).

Very soon all NASA employees will receive a copy of a brochure that provides information about the new flexibilities and in the next few weeks, you will also receive the Agency Workforce Plan that provides comprehensive information about the act.

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In the meantime, you are encouraged to visit the human capital legislation Web site at <http://nasapeople.nasa.gov/hclwp/index.htm> to learn more about the NASA Flexibility Act of 2004 as well as view current frequently asked questions.

If you have questions about the process of implementing the flexibilities, you may contact Chris Beidel at (301) 286-9951 or by email at chris.beidel@nasa.gov. If you have questions about the use of the flexibilities, I encourage you to attend the Center briefing sessions that will be scheduled in the upcoming weeks.



Thomas J. Paprocki
Acting Director of Human Resources